CHAPTER 5

SUMMARY, CONCLUSIONS AND SUGGESTIONS

Education of women has much importance as it provides not only requisite equipment and training for their future economic participation but it also acts as to liberate them from their subjugation and exploitation. In this connection, Desia (1967) observed, “formal education has a strategic significance in modern society. It is expected to promote scientific and technical knowledge, occupational requirement and social relations based on training, qualification and knowledge suited to nonascriptive national, universalistic and secular patterns of orientation underlying the status and role demanded exigencies of functioning of modern social structure”. Education has been perceived to be a significant instrument in improving the status of women and consequently there have been efforts to improve the access of girls and women to education. For a country, which has
accepted the goal of development of women's education, is foregone commitment. Policy makers have recognised that apart from the political structure, corrective legislation and economic transformation the formal education system has to be made more democratic and change-oriented. For modernising India, high hopes have been pinned on education as a significant determinant of aspiration, technology, productivity and mobility. In fact, it is a fundamental pre-requisite for participation in the various development activities of society. The level of recognition is significant if education for women is dependent upon societal expectations.

The position of women in Indian society has been extremely marginal. The status enjoyed by women has not yet been equal to that of men. For the society still it is governed religious traditions and age old social customs which have deprived women from enjoying a status equal to that of men. In fact, Indian society has discriminated against women in every lifestyle. Every religion has its own chain to enchain women. Women have been prescribed in all possible manners to be confined within the four walls. But this traditional dogma seems to be obsolete. In India, women mostly remained attached to domestic and agricultural work. However, important and far-reaching efforts to emancipated
women were made during the period of freedom movement. It is during the movement that women made their presence felt and participating in the movement. They positively demonstrated that they were in no way unequal to men. Many women played decisive roles in the freedom struggle and were considerably enlightened to realise the women's potential and as a result, the Indian progress recognised equality of sexes as early as in 1931. In fact, during the 19th century, it was considered derogatory for a woman to take outside work as a means of earning even though she has no other means of subsistence.

Need and Importance of the Study

The need of the hour is to harness the present favourable situation and make deliberate efforts to remove the gap between the education of the males and females.

The measures of a women's life today is more than half-empty, less than half-full. Admittedly, the women in the present day world are not invisible. Women are being given space in cultures of human kind and place in human history.
Women are the greatest and excellent gifts of "Allah" without women the world cannot run and survive, she is doubtless and straightforward about her love, loyalty, courage, sincerity and dedication. Nehru has said once that "If you educate a man, you educate one individual; if you educate a woman, you educate the whole family". It is reality that an educated woman is true custodian of the character of man as well as social economic and national advancement. Democratic set up also demands that the women should have equal opportunities in the field of education. Thus, if we want economic prosperity, cultural advancement and social reformation in a country it is essential that full attention should be paid to women's education so that all women are educated.

If we compare the present position of women, education with the past position in the field of education, the situation is not grim but very encouraging. More schools and colleges for girls are being established in cities, towns as well as villages of the country but still more is required to be done. It is through the development of women's education that India can become a really developed country. They work as office secretaries, stenographers, telephone operators, journalists, nurses, teachers, air hostesses, etc. However, the number of women workers in engineering, law and
medicine, etc is still meagre. According to 1991 census, the population of country has swelled to 843.93 million. Out of which 406 million are women. The number of working women has gone up to 1.5 million in organised sector. This shows that number of working women is improving for the last three decades. As the literacy rate grows further, the educated will find more and more job opportunities in various fields. Census 2001 reveals that out of 54,41,341 people, 48 per cent i.e.; 25,92,024 are female in Kashmir region comprising of 1,920,945 women (74 per cent) in rural areas and 6,71,079 women (26 per cent) in urban areas. Out of 7,48,692, persons in the age group of 0-6 years, 49 per cent i.e.; 3,71,226 are female. About 89.5 per cent female (3,02,727) in their age-group belong to rural areas, whereas only 18.5 per cent females (68,499) of their age-group belong to urban areas. There is a sex ratio of 937 in the state and 20.7 thousand women are employed in Public Organised Sector and 1.9 thousand women are employed in private organised sector. (Jan, 2005)

The State of Jammu and Kashmir is backward so far as education and employment opportunities are concerned. But for the last three decades the female literacy rate is increasing and so is the case with employment of women. More and more women

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are joining the occupational fields outside their homes. The State of Jammu and Kashmir has distinctive cultural, geographical position so there is much scope that the study be undertaken on various adjustment problems of working women with respect to home, health, social, emotional and marital adjustment. Little effort, by way of research, has been undertaken to throw light on different aspects of the life of women in Kashmir. It is against this research gap that the present investigator has very modestly attempted to undertake comparative study of working and non-working women in Kashmir cultural setting.

**Objectives of the Study**

The objectives of the study have been formulated as:

1. To identify the working and non-working women.
2. To study and compare the level of education of working and non-working women.
3. To study and compare the level of aspiration of working and non-working women.
4. To study and compare the level of adjustment of working and non-working women with respect to home, health, social, emotional and marital adjustment.
Hypotheses

The following null hypotheses have been formulated for the present investigation:

1. The working and non-working women do not differ significantly in their level of education.
2. The working and non-working women do not differ significantly in their level of aspiration.
3. The working and non-working women do not differ significantly in their home adjustment.
4. The working and non-working women do not differ significantly in their health adjustment.
5. The working and non-working women do not differ significantly in their social adjustment.
6. The working and non-working women do not differ significantly in their emotional adjustment.
7. The working and non-working women do not differ significantly in their total adjustment.
8. The working and non-working women do not differ significantly in their level of marital adjustment.
Design of the Study

The main objective of the investigation was to study the level of education, aspiration and adjustment of working and non-working women in the areas of home, health, social, emotional and marital adjustment, the details about the methodology viz., sample, tools and procedure are given as under:

Sample

The sample for the present study was selected from four Posh colonies of Srinagar city viz., Jawahar Nagar, Raj Bagh, Peer Bagh and Gogji Bagh. A benchmark survey was conducted in these four localities in order to identify working and non-working women having qualification as Matric above. In all, there were about four hundred (400) working and four hundred (400) non-working women, who were Matric and above. The working women included in the study were working as bank officials, teachers, clerks, doctors, engineers, supervisors, typist, etc.
Tools Used

The following tools were employed for the purpose of collection of data:

Self-constructed information schedule

A self-constructed information schedule was developed to identify working and non-working women (Appendix-1). A self-constructed information schedule was administered on 400 working and 400 non-working women in order to collect information regarding age, level of education, occupation and other family background information of respondents (subjects).

Level of Aspiration Scale

The level of Aspiration scale developed by Shah and Bargava was used to collect the data on aspiration (Appendix-2). In experiments on level of aspiration, which means an immediate goal, almost within reach whatever subject sets as its momentary goal may be taken as his measures of level of aspiration. Level of aspiration is cognitive type of motivation in which the person concerned becomes involved in the task estimate and his own
level of achievement. Level of aspiration is usually influenced by two types of factors, i.e., environmental and personal. In early childhood, before the child is old enough to know what his abilities, interests and values are his abilities, interests and values are his aspirations are largely shaped by his environment. As he grows older and is more aware of his abilities and interests, personal factors have a greater influence, but many of his aspirations, his values, for example are still environmental in origin.

Bell's Adjustment Inventory

Bell's adjustment inventory is one of the most widely used general adjustment inventories. The adult form providers five separate measures of personal and social adjustment viz., home, health, social, emotional and occupational adjustment. The inventory consisted of 160 questions, 32 in each of the five areas. Each item is prefixed one of the five letters—a, b, c, d, e corresponding to the area to which the item belongs. The subjects are asked to give their responses in terms of “yes” or “No”, or “?” (Appendix—3).
The inventory has been successful when used as aid in the counselling adults whose personal problems pertain to any of the categories included in the test. It is suitable for use with both sexes. The high reliabilities of the separate measures make possible comparisons of one individual with another. The measurement of five types of adjustment one blank permits location of specific adjustment difficulties. The total score may used to indicate the general adjustment status. It may be mentioned here that for the purpose of the present study. Only four areas of adjustment were included. Occupational adjustment area was dropped as it was not applicable to non-working group of subjects.

**Marital Adjustment Inventory**

Marital adjustment inventory Dr. Har Mohan Singh was administered to find marital adjustment of working women and non-working women (Appendix-4).

The inventory consists of two forms; form-A (husbands) and form-b (wives). Each form consists of ten questions. These questions should be replied in “No” or “yes”. Each “yes” or “no” item is then to be answered placing (✓) yes on only one point out
of ten points on the rating scale ranging from +1 (least favourable) only selected answers are recorded and scored. The total score is then used to indicate the general marital adjustment score of the married women. The inventory is self-administering. There is no time limit, ordinarily not more than fifteen minutes are required for a person to complete the inventory. It is suitable for use with both sexes. The reliabilities are found most significant when data is collected from those persons who give honest and correct (responses) answers.

Analysis and Interpretation of Data

The data collected have been put to suitable statistical treatment, the percentages, means and standard deviations were computed. Besides, in order to find out the significance of difference in mean scores of different groups “t” test was used. The results enumerated are concluded as:

Conclusions

- There are 200 sample women in Jawahar Nagar locality. Out of 200 women, 100 are working women and equal respondents belong to non-working women. So far the education
is concerned, the number of working women, who have done 10+2 is 8.00 per cent, B. A. 2.00 per cent, B. Sc. 16.00 per cent, M. A. 32.00 per cent, M. Sc. 9.00 per cent, B. Ed. 23.00 per cent, M. Ed. 4.00 per cent, M. Phil. 4.00 per cent and Ph. D. 2.00 per cent. The education level of non-working women who have done Matric is 8.00 per cent, 10+2 32.00 per cent, B. A. 23.00 per cent, B. Sc. 20.00 per cent, M. A. 8.00 per cent, M. Sc. 6.00 per cent, B. Ed. 2.00 per cent and M. Ed. 1.00 per cent.

- 200 women from Raj Bagh locality were taken as sample and out of this sample, 100 are working women and 100 are non-working women. So far as education is concerned, the number of working women who have done 10+2 is 2 per cent, B.A. 12 per cent, B.Sc. 14 per cent, M.A. 10 per cent, M.Sc. 16 per cent, B.Ed. 30 per cent, M.Ed. 4 per cent, M.Phil. 8 per cent and Ph.D. 4 per cent. The education level of non-working women who have done middle is 5 per cent, Matric 4 per cent, 10+2 14 per cent, B.A. 30 per cent, B.Sc. 10 per cent, M.A. 15 per cent, M.Sc. 9 per cent, B.Ed. 8 per cent, M.Ed. 2 per cent, M.Phil. 2 per cent and Ph.D. 16 per cent.

- There are 200 sample women in Peer Bagh locality. Out of 200 women, 100 are working women and 100 are non-working
women. So far as education is concerned, the number of working women who have done 10+2 is 1 per cent, B.A. 2 per cent, B.Sc. 8 per cent, M.A. 44 per cent, M.Sc. 10 per cent, B.Ed. 18 per cent, M.Ed. 6 per cent, M.Phil. 8 per cent and Ph.D. 3 per cent. The education level of non-working women who are without middle pass came out to be 7 per cent, middle is 9 per cent, Matric 16 per cent, 10+2 10 per cent, B.A. 24 per cent, B.Sc. 10 per cent, M.A. 10 per cent, M.Sc. 5 per cent, B.Ed. 6 per cent, M.Ed. 3 per cent.

• There are 200 sample women in Gogji Bagh locality. Out of 200 women, 100 are working women and 100 are non-working women. So far as education is concerned, the number of working women who have done 10+2 came out to be 6 per cent, B.A. 8 per cent, B.Sc. 10 per cent, M.A. 12 per cent, M.Sc. 13 per cent, B.Ed. 25 per cent, M.Ed. 12 per cent, M.Phil. 9 per cent and Ph.D. 5 per cent. The education level of non-working women who have done Matric 5 per cent, 10+2 9 per cent, B.A. 25 per cent, B.Sc. 23 per cent, M.A. 10 per cent, M.Sc. 10 per cent, B.Ed. 8 per cent, M.Ed. 6 per cent, M.Phil. 3 per cent and Ph.D. 1 per cent.
• There are 800 sample women in all localities. Out of 800 women, 400 are working women and 400 are non-working women. So far as education is concerned, the number of working women who have done 10+2 is 4.5 per cent, B.A. 6 per cent, B.Sc. 12 per cent, M.A. 25 per cent, M.Sc. 12 per cent, B.Ed. 24 per cent, M.Ed. 6.5 per cent, M.Phil. 7.25 per cent and Ph.D. 3.5 per cent. The education level of non-working women who have done under-middle came out to be 1.7 per cent, middle 3.5 per cent, Matric 8.28 per cent, 10+2 16.25 per cent, B.A. 21.25 per cent, B.Sc. 16.25 per cent, M.A. 14 per cent, M.Sc. 7.5 per cent, B.Ed. 6 per cent, M.Ed. 3 per cent, M.Phil. 1.2 per cent and Ph.D. 5 per cent.

• The highest qualification in Jawahar Nagar area has been found to be as 32 per cent with M.A, Raj Bagh 30 per cent in B.Ed, Peer Bagh 44 per cent in M.A. and Gogi Bagh 25 per cent in B.Ed.

• It is found that Jawahar nagar area has highest qualification on non-working women with 32 per cent as 10+2, Raj Bagh 30 per cent with B.A, Peer Bagh with 24 per cent in B.A and Gogi Bagh 25 per cent with B.Sc.
In Jawahar Nagar Area, 't'-value has come out to be 2.26, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their level of aspirations. Further, the difference in mean scores goes in favour of working women.

In Raj Bagh area, the 't'-value has come out to be 4.55, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of aspirations. Further, the difference in mean scores goes in favour of working women.

In Peer Bagh area, 't'-value has come out to be 0.21, which is not significant. This means that the two groups working and non-working women do not differ significantly in their level of aspiration.

In Gogji'Bagh area, 't'-value has come out to be 4.12, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of aspirations. Further, the difference in mean scores goes in favour of working women.
• Over all, the total sample shows ‘t’-value of 1.36, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their level of aspirations. Further, the difference in mean scores goes in favour of working women.

• In Jawahar Nagar area, the ‘t’-value has come out to be 5.83, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

• In Raj Bagh area, the ‘t’-value has come out to be 9.61, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

• In Peer Bagh area, the ‘t’-value has come out to be 6.81, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.
• In GogjiBagh area, the 't'-value has come out to be 1.83, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

• Over all, the total sample shows 't'-value of 4.13, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

• In home adjustment, the 't'-value has come out to be 1.96, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their home adjustment. Further, the difference in mean scores goes in favour of working women.

• In health adjustment, the 't'-value has come out to be 2.50, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their health adjustment. Further, the difference in mean scores goes in favour of working women.
• In social adjustment, the ‘t’-value has come out to be 1.61, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their social adjustment. Further, the difference in mean scores goes in favour of working women.

• In emotional adjustment, the ‘t’-value has come out to be 3.08, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their emotional adjustment. Further, the difference in mean scores goes in favour of working women.

• In overall adjustment, the ‘t’-value has come out to be 3.09, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their total adjustment. Further, the difference in mean scores goes in favour of working women.

• In home adjustment, the ‘t’-value has come out to be 0.62, which is not significant either at 0.05 or 0.01 level of confidence. This means that the two groups working and non-
working women do not differ significantly in their home adjustment.

- In health adjustment, the ‘t’-value has come out to be 3.24, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their health adjustment. Further, the difference in mean scores goes in favour of working women.

- In social adjustment, the ‘t’-value has come out to be 0.16, which is not significant either at 0.05 or 0.01 level of confidence. This means that the two groups working and non-working women do not differ significantly in their social adjustment.

- In emotional adjustment, the ‘t’-value has come out to be 1.70, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their emotional adjustment. Further, the difference in mean scores goes in favour of working women.

- In overall adjustment, the ‘t’-value has come out to be 1.72, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ
significantly in their total adjustment. Further, the difference in mean scores goes in favour of working women.

• In home adjustment, the ‘t’-value has come out to be 1.83, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their home adjustment. Further, the difference in mean scores goes in favour of working women.

• In health adjustment, the ‘t’-value has come out to be 1.19, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their health adjustment. Further, the difference in mean scores goes in favour of working women.

• In social adjustment, the ‘t’-value has come out to be 2.19, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their social adjustment. Further, the difference in mean scores goes in favour of working women.

• In emotional adjustment, the ‘t’-value has come out to be 1.65, which is significant at 0.05 level of confidence. This means
that the two groups working and non-working women differ significantly in their emotional adjustment. Further, the difference in mean scores goes in favour of working women.

- In overall adjustment, the 't'-value has come out to be 2.02, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their total adjustment. Further, the difference in mean scores goes in favour of working women.

- In home adjustment, the 't'-value has come out to be 0.62, which is not significant either at 0.05 or 0.01 level of confidence. This means that the two groups working and non-working women do not differ significantly in their home adjustment.

- In health adjustment, the 't'-value has come out to be 3.24, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their health adjustment. Further, the difference in mean scores goes in favour of working women.
• In social adjustment, the 't'-value has come out to be 0.16, which is not significant either at 0.05 or 0.01 level of confidence. This means that the two groups working and non-working women do not differ significantly in their social adjustment.

• In emotional adjustment, the 't'-value has come out to be 1.70, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their emotional adjustment. Further, the difference in mean scores goes in favour of working women.

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• In overall adjustment, the 't'-value has come out to be 2.02, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ
significantly in their total adjustment. Further, the difference in mean scores goes in favour of working women.

- In Jawahar Nagar area, the 't'-value has come out to be 1.94, which is significant at 0.05 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

- In Raj Bagh area, the 't'-value has come out to be 2.86, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

- In Peer Bagh area, the 't'-value has come out to be 2.19, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

- In Gogji Bagh area, the 't'-value has come out to be 2.61, which is significant at 0.01 level of confidence. This means that
the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

- Over all, the total sample shows 't'-value of 2.33, which is significant at 0.01 level of confidence. This means that the two groups working and non-working women differ significantly in their level of adjustment. Further, the difference in mean scores goes in favour of working women.

Suggestions

The following suggestions have been put forward for carrying out further research in this area:

- The present study needs to be replicated on larger sample.

- Studies may be undertaken to analyze the problems of working mothers and their impact on their children at various stages of growth and development.
• Comparative studies may be conducted on the children of working and non-working mothers with reference to growth and development.

• It is important to find out the level of adjustment in different areas among the children of working and non-working mothers.

• A cross cultural study is suggested to be undertaken in order to generalise the findings.